

KAUZ, LLC
EEO PUBLIC FILE REPORT
April 1, 2021 through March 31, 2022

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
MMJ/Reporter	1-4, 6, 8, 9, 12, 15, 17, 19, 21, 23-26, 28-30, 31, 32, 40, 41, 43, 47	20
MMJ/Reporter	1-4, 6, 8, 9, 12, 15, 17, 19, 21, 23-26, 28-30, 31, 32, 40, 41, 43, 47	11
News Producer	1-4, 9, 12, 13, 15, 28, 29, 30, 32, 35, 40, 48	20
Host/Producer	1-4, 6-9, 12, 14-16, 19, 23-26, 28-32, 34, 43, 47, 50	14
News Producer	1-4, 6, 8, 9, 12, 15, 19, 23-26, 28-32, 34, 40, 43, 47, 50	12
Digital Content Producer	1-4, 6, 8, 9, 12, 13, 15, 19, 23-26, 28 - 32, 34, 40, 43, 47, 48	12/48
Assistant News Director	1-8, 12, 14-17, 19, 22, 24, 26, 28, 30-32, 36, 38, 39, 40, 43, 45-49	10
News Content Specialist	1-3, 9, 12, 13, 28, 31, 48	9
News Content Specialist	1-3, 9, 12, 13, 28, 31, 48	20
Sports Director	1-3, 9, 28, 31, 48	20
News Producer	1-4, 7-9, 12, 15, 17-19, 23-25, 31, 43, 47, 48	9
Photojournalist	1-4, 8, 9, 12, 15, 17, 19, 23-26, 28, 30-32, 40, 41	20
MMJ/Reporter	1-3, 9, 28, 31	9
News Content Specialist	1-3, 9, 12, 15, 28, 21, 31	9

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Division of Vocational Rehabilitation, 1332 NW 53 rd St., Lawton, OK 73505, 580-585-4213, Debra Leffler, dleffler@okdrs.gov	Y	
2	Public Private Partnership Office, Bldg. 4700 Mow Way Rd., 3 rd Floor, Ft. Sill, OK 73503, 580-558-7101, Shannon Jackson, Shannon.s.jackson.crt@mail.mil	Y	
3	Providence Baptist Church of Burkburnett, PO Box 427, Burkburnett, TX 76354, 940-569-1231, Pastor Carl E. English Sr., ceenglish@yahoo.com	Y	
4	Baylor University, https://app.joinhandshake.com/	N	
5	Clark Atlanta University, https://app.joinhandshake.com/	N	
6	Colorado State University, https://app.joinhandshake.com/	N	
7	Concordia University Texas, https://app.joinhandshake.com/	N	
8	Dallas Baptist University https://app.joinhandshake.com/	N	
9	Indeed; Indeed.com	N	14
10	Internal Candidates	N	5
11	Job/Career Fairs	N	2
12	KAUZ website, newschannel6now.com	N	3
13	Lawton Chamber of Commerce, 302 W Gore Blvd, Lawton, OK, 73501, 580-355-3541 https://lawtonfortsillchamber.com/main/employment-opportunities/	N	
14	Linkedin; LinkedIn.com	N	2
15	Midwestern State University Texas, https://app.joinhandshake.com/	N	
16	Morehouse College, https://app.joinhandshake.com/	N	
17	Oklahoma Christian University https://app.joinhandshake.com/	N	
18	Sam Houston State University, https://app.joinhandshake.com/	N	
19	Southern Methodist University, https://app.joinhandshake.com/	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Referrals (employees, clients, internships)	N	7
21	Snagajob; go.snagajob.com	N	2
22	St. Edward's University, https://app.joinhandshake.com/	N	
23	Stephen F. Austin State University, https://app.joinhandshake.com/	N	
24	Tarleton State University, https://app.joinhandshake.com/	N	
25	Texas A&M University – Commerce, https://app.joinhandshake.com/	N	
26	Texas A&M University – Corpus Christi, https://app.joinhandshake.com/	N	
27	Texas Christian University, https://app.joinhandshake.com/	N	
28	Texas Association of Broadcaster, tab.org	N	
29	Texas State University, https://app.joinhandshake.com	N	
30	Texas Woman's University, https://app.joinhandshake.com	N	
31	Texas Workforce Solutions, 4309 Old Jacksboro Hwy, suite 300, Wichita Falls, TX 76302, 940-322-1801 John.Ater@ntxworksolutions.org ; Casey.Parkhurst@ntxworksolutions.org ; Thomas.Ostovich@ntxworksolutions.org ; Christine.Gerber@ntxworksolutions.org	N	
32	The University of Oklahoma, https://app.joinhandshake.com	N	
33	The University of Texas at Dallas, https://app.joinhandshake.com	N	
34	The University of Texas at San Antonio https://app.joinhandshake.com	N	
35	Tuskegee University, https://app.joinhandshake.com	N	
36	University of Arizona, https://app.joinhandshake.com	N	
37	University of Illinois, Urbana-Campaign, https://app.joinhandshake.com	N	
38	University of Louisiana – Monroe, https://app.joinhandshake.com	N	
39	University of Nebraska-Lincoln, https://app.joinhandshake.com	N	
40	University of North Texas, https://app.joinhandshake.com	N	
41	University of North Texas at Dallas, https://app.joinhandshake.com	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	University of Texas at Arlington, https://app.joinhandshake.com	N	
43	University of Texas at Austin, https://app.joinhandshake.com	N	
44	University of the Incarnate Word, https://app.joinhandshake.com	N	
45	Valparaiso University, https://app.joinhandshake.com	N	
46	Villanova University, https://app.joinhandshake.com	N	
47	West Texas A&M University, https://app.joinhandshake.com	N	
48	Wichita Falls Chamber of Commerce, 900 8 th St., Suite 100, Wichita Falls, TX 76301, 940-723-2741 https://wichitafallschamber.com/jobs/	N	1
49	Xavier University of Louisiana, https://app.joinhandshake.com	N	
50	Oral Roberts University, https://app.joinhandshake.com	N	
51	Miscellaneous websites/Scrapings	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			37

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participated in career/job fairs	<ul style="list-style-type: none"> • Great Plains Technology Center Virtual Spring Career & College Fair (4/1/21) – Business Office Manager • Workforce Solutions North Texas, Virtual North Texas Hiring Week (4/2/21) – Business Office Manager • University of North Texas Gray Day Career Fair (10/20/21) - News Director • Midwestern State University Careers in Business Job Fair (10/20/21) – Business Office Manager • Workforce Solutions “Hiring Red, White & You!” (11/4/21) – Business Office Manager • Gaylord College’s 2022 Career Fair, University of Oklahoma (3/1/22) – News Director
2	Participated in events sponsored by educational institutes.	<ul style="list-style-type: none"> • Severe Weather Presentation, Midwestern State University (4/8/21) – Chief Meteorologist • Career Day, Electra Elementary School (4/16/21) – Assist. News Director • Kirby Elementary Career Fair (5/14/21) – Meteorologist • Open Door Christian School STEM Weather Balloon Launch Project (5/15/21) – Meteorologist • Fain Elementary School Success Day 10/15/21) - Meteorologist
3	Internship Programs	<ul style="list-style-type: none"> • Summer Semester 2021- One student from Midwestern State University interned in News. – Supervised by Asst. News Director. • Spring Semester 2022 – One student from

		Midwestern State University – Supervised by Asst. News Director
4	Participated in trainings designed to help managers with necessary skills do their jobs.	<ul style="list-style-type: none"> • “Advertising Is a bar Where Nobody Knows Your Name” Local Broadcast Sales (6/8/21) – GM/GSM, Local Sales Manager • “Streaming News 2021 – Optimizing Audience & Revenue” TVNewsCheck (6/9/21) – GM/GSM, Local Sales Manager • “Senior Strategist on Streaming 7Future of Television News” TVNewsCheck (6/9/21) – GM/GSM • “Rethink Employee Benefits and Boost Employee Retention” TriNet (9/9/21) – Business Office Manager • “AP Definitive Source: The Pandemic Road Ahead” The Associated Press (10/21/21)- Assist. News Director • “How to Supervise People and Lead A Team” Glen Shepard Seminar (12/7/21) - News Director, Asst. News Director • “Creating A Culture of Belonging in an Age of Disruption and Change” TriNet (12/14/21) – Business Office Manager • “Building a Diverse, equitable, and inclusive Workplace” BBB (1/26/22) – Business Office Manager • “Piecing Together the Talent Puzzle: 4 Truths About Finding and Keeping talent” TriNet (2/17/22) – Business Office Manager • “Everyone wins: How to meet the wants and needs of your workforce” G&A Partners (2/24/22) – Business Office Manager
5	Station Tours	<ul style="list-style-type: none"> • Open Door Christian School 5th & 6th grade STEM students (5/24/21) - Chief Meteorologist & Meteorologist • Association of Information Technology Professionals Group, Midwestern State University (10/8/21) – Marketing Manager